

Industrial Worker

February 1995

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EDUCATION

ORGANIZATION

EMANCIPATION

East of the Atlantic...

Bosses Unite Across Borders

There are a number of dominant themes in Britain/UK at the moment. Almost every day the press runs stories on Europe, Ireland, the increasing gulf between rich and poor and the inward collapse of the Tory Government.

We on this side of the Atlantic have our own version of NAFTA. It's called the European Union – not really a union at all but a politico economic bloc trying to eke out some sort of super power status in the post cold war world. 250 million Europeans have been gathered together in this bloc, some with their consent through referenda, others merely at the behest of their parliament. The aim of the bloc however is to secure a future for European capitalism. It certainly is not a workers Europe or a socialist Europe, although the social democrats and Christian forces on the European continent have given the Union a social face – albeit one which secures a level playing field in terms of competition, not one which seeks to grant workers additional rights.

The current union is opposed by many both on the right and the left although the centre ground in British politics seems to accept the inevitability of a united Europe. It is very unfortunate that in most of the literature coming from the left the concept of a capitalist Europe is not attacked head on. Most of the left relies on very old fashioned but quite popular notions of self-determination. Fine you might think except that the propaganda talks of returning to a pre-European Union situation with sovereign national parliaments.

There is no notion of self-determination at workplace level through workers' control. The language tactics and propaganda used by the left bears an uncanny resemblance to that used by the right. Such tactics may come to haunt the left in the future. There is a real chance that the future of Britain in Europe may be settled by a plebiscite. There is also every chance that people will vote for a vision of an indepen-



dent strong Britain with no links to Europe. That may end up being a haven for fascism.

The conservative party is at war with itself over the issue. Only recently eight far right MPs were thrown out of the party for refusing to toe the line on Europe. There are more in the party who accept the current position in Europe very grudgingly. What we are seeing is an old-fashioned battle between two branches of capitalism. One which sees Britain throwing up barriers to trade with other nations, keeping foreigners out, and promoting home based industries protected from the outside world much like Japan. The other vision relies on free trade within Europe but those same barriers at the European union borders to keep out the "nasty Slavs" and Africans.

Both visions have considerable support from within the British capitalist structure. However, apart from the xenophobic issue, neither are really relevant to the structure of modern capitalism. Our economic

system is truly transnational and cash can be transferred from one economic bloc to another at the flick of a few switches. Whatever state is involved, be it a British state or a European state will still act on behalf of the class interests which control the economy. As revolutionary unionists there can be only one solution the end of national barriers and control of the economy world wide by the worldwide working class.

The Irish question is also never far from the news. This too is intertwined with Europe and the fading fortunes of the Tory administration. It was back in 1992 that the government clung on to power by offering unionist politicians (those who did not want a united Ireland) certain political bribes.

Over the last few months things have moved very fast. First the IRA called a cease-fire, then the loyalists joined in. Security has supposedly been toned down and political negotiations have begun for peace.

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Campaign for a GENERAL STRIKE Against Canada's Axworthy Plan

The proposed Axworthy cuts to our social programs has been estimated to be well over \$15 billion. These cuts have little to do with decreasing the deficit or creating jobs. Instead they are part of the employers' offensive carried out by the government to undermine our wages, working conditions, social programs and ability to organise in unions. They are central to the employers' 'cheap labour strategy.'

Students will be paying higher fees, be forced into massive debt or denied post-secondary education entirely.

The unemployed will become more desperate, with less money and shorter benefit periods. They will also face harsher conditions to qualify for UI and more excuses to be denied benefits.

Beyond the increased hardships that many families and individuals will suffer is the greater social consequences. We can expect an increase in desperate acts of crime, suicide, domestic violence, racism and a general shift to the right.

People will be forced to accept worsening working conditions and wages and even to scab. Both union and unorganised workers will become more concerned about losing their jobs and less willing to stand up to the boss.

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Caterpillar Pickets Fined, Fired

A York, Penn. judge convicted seven unionists on picketing charges Dec. 8, acquitting five others (one of whom was initially convicted, but released after prosecutors admitted he was innocent). Ten of the 12 are members of United Auto Workers Local 786 on strike against Caterpillar.

Eleven cases stemmed from an August 1 picket line of 500 strikers and supporters that prevented most scabs from entering the Caterpillar plant. The other involved an August 30 picket line incident.

The workers received their charges via mail more than a month after the events. Most had been fired by Caterpillar for "activity on or about the picket line." Prosecutors used Caterpillar videos and photos as well as testimony by private security guards. Caterpillar Labor Relations representative Richard Wolfe said he identified the workers in the pictures.

After being identified by Wolfe in a video, striker Daryl Goodling took the stand to testify he was not that individual. He explained that he was wearing a hat and cut-off jeans, while the person in the video had no hat and gray shorts. The judge still found him guilty.

The prosecution later admitted that Wolfe had made a mistake. The judge then called Goodling back into the room and asked him to accept the court's apology. The unionist replied, "I will accept your apology, but I don't like the way justice is being dispensed in this courtroom today."

Striker Brian Sinclair, who was found guilty of harassment and stalking, said in an interview that at the August 1 picket line a car had driven into the area of the line he was standing in and hit him three times before running directly into him. He and

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Caravan Brings Christmas Relief to Locked-Out A.E. Staley Workers

Some 250 unionists and supporters from throughout the midwest participated in a Dec. 20 caravan carrying relief supplies to locked-out A.E. Staley workers in the Decatur, Ill. war zone. 26 vans, pickup trucks and cars stuffed with food, Christmas toys and strike supporters followed a semi through the streets of Decatur to the AIW/UIU union hall.

Caravan participants came from Chicago and suburbs, from northwest Indiana, from St. Louis, from Madison and Milwaukee, and from cities throughout central Illinois. After unloading hundreds of bags and boxes of groceries and Christmas toys, the solidarity caravaners gathered for a meal with several locked-out Staley workers and a series of presentations in which more than \$22,000 in cash, checks and gift certificates raised from unions, workplace collections, etc. were presented.

Northwest Indiana accounted for about \$12,500 of the total, in addition to the contents of the semi, which took scores of us nearly 45 minutes to unload. The Illinois

State Federation of Labor promised at least \$20,000 more from a statewide appeal (contributions were still coming in).

The evening concluded with a candlelight vigil and caroling in front of the A.E. Staley corporate offices (way in front – a chain link fence and the ever-present security guards forced us to hold the vigil in the street). Updated Christmas carols with titles such as "Decatur is a Company Town" (to the tune of Santa Clause is Coming to Town), "Deck the Cops in Riot Gear" and "Boycott's the Word" wafted through the skies as Decatur police slowly gathered. A skit featuring the words of corporate executives brought hisses and boos from the crowd. And chants of Solidarity punctuated a short speech by local union president Dave Watts.

As the vigil was breaking up around 10:30 p.m. a police video unit showed up and began setting up – part of the petty harassment which Decatur's workers have come to expect from the city authorities.

Two locked-out Staley workers recently attended the annual stockholder's meeting

of Archer Daniel Midland. In addition to being Staley's largest "competitor," ADM is also the largest stockholder in the "British" multinational Tate and Lyle, which owns A.E. Staley. ADM chairman Dwayne Andreas claimed the company "sympathize[s]" totally with every person who is out of work," going on to suggest that they dump their union leaders and abandon the strike.

Since Miller Brewing agreed to stop using Staley's scab sweeteners in its beer, Staley supporters have targeted two more major Staley customers: Coke and Pepsi. As a recent letter to strike supporters put it:

Coke & Pepsi: Dump Staley!

Dear Brother or Sister,

The "War Zone" is really heating up.

Miller has dumped Staley, and though Miller claims it is because of product cost, we know the campaign was hurting them.

Hundreds of Decatur activists marched to the State Capitol, and thirty-one were

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LETTERS:

Intl. Rent Strike

Fellow Workers,

The Oakland, Calif. group Homes For All is organizing an international rent strike and squat for May 1st, 1995. Homes For All spokesperson Eugene Nelson completed a national speaking tour in August and is planning another for February.

I call on all Wobs, and the IWW as an organization, to actively support and help organize for the May 1st rent boycott. It is my opinion that the IWW would benefit from such a broad-based revolt and would not only generate new members, but would also reaffirm our long tradition as a real workers rights union.

Thus far, the idea of a rent strike has gotten much support in India, Spain, Italy and France, but virtually none in the U.S. I want to know, why hasn't the IWW endorsed the May 1st action?

The proposed action was initiated by a long-time Wobbly who has spent all his time and money to its cause. If injury to one is injury to all, doesn't it stand to reason that we should show solidarity to someone who has sacrificed everything he has to our cause?

Sentimental feelings aside, I think the rent strike is a good thing and hereby give my support to it. If we fail to endorse the May Day revolt we will have missed a good opportunity to show people where we stand, and why we are different from the AFL-CIO and other such "unions."

So how about it? It's time to shit or get off the pot.

If you'd like FW Nelson to speak in your town, or want more information on the boycott, please write to Homes For All, c/o U.T. Nelson, PO Box 3615, Oakland CA 94609. If you'd like to contribute funds for

the H.F.A. Newsletter send contributions to New Earth Press (IWW), 1921 Ashby Ave., Berkeley CA 94703. Earmark check or money order for H.F.A. Newsletter.

Solidarity,
Nicky Richards X341840
HSWU, PO Box 981101
Houston TX 77098

Editor's Note: *Whether or not the IWW would choose to endorse this project were it presented to us, the proposal was not brought to our Fall 1994 General Assembly or to the membership for a referendum vote. Thus, the sponsors have none to blame but themselves. I am printing this letter in the spirit of open debate, and in no way mean to imply any personal or union endorsement of what seems on its face a rather ill-conceived and doomed venture.*

May Day Greeting Ads Available

May Day greeting ads offer an opportunity to demonstrate your support of this paper and our message of revolutionary industrial unionism. Ads for the May issue must be received by March 15th. No commercial advertising accepted.

Suggested donation levels: \$10 for a 2" ad (1 column), \$25 for a 4 by 5 (2 columns), \$50 for a quarter page. We can set it up from your message, or you can send in your camera-ready copy.

We can also provide extra copies of the May issue at normal bundle rates for May Day distribution.

Time to Build the IWW

I wrote my last article on the assumption that I would be elected GST for '95. No need for a sheepish "oops." It would be nice if I could attribute my overwhelming victory to great charm and personality; but I suspect the fact that I ran unopposed had something to do with it.

My congratulations/condolences to the incoming General Executive Board. We've improved our gender diversity with the addition of Tai Miller from Santa Cruz, CA, and Zimya Toms-Trend of Seattle. We lost some of our geographic diversity for lack of candidates for the board from Australia, Canada, and Great Britain, regions represented last year. I hope fellow workers of whatever gender from those and other areas will consider running for next year's board.

The other new board members are Deke Nihilson and Dave Collins from San Francisco, Jon Bekken presently in Chicago, Jeff Ditz from Mount Clemens, MI, and the only returning board member, Mike D'Amore who splits his time between Burlington, VT and the Lehigh Valley of Pennsylvania.

We're taking a ride on the information highway. Last year two board members could communicate by email. This year at least 6 of 7 have access. It promises to dramatically reduce the amount of time required for discussion and effective decision making.

This note isn't actually being written from the desk of, at least not from the Union desk of. I'll be heading out to San Francisco on the 26th of December to collect that furniture and all the other IWW paraphernalia. FW Harry Siitonen has graciously offered me a place to crash. I expect to meet with the board members from California. The rest of my time there will be spent learning the ropes. I hear that GHQ office worker Bill Meyers intends to crack the whip and keep me burning the midnight oil. If I left out any cliches, I'll use them next month.

I'll leave San Francisco for home in Michigan around December 30th. So if you ran across a u-haul in a ditch on the eastward side of the highway on New Years eve and lent a hand in putting it back on the road, thanks.

In my article for the January issue of the IW I bemoaned the brief period between ballot counting and office taking and suggested that the date for taking office might be pushed back a month to allow for a smoother transition. FW Bekken has advised me that ballots are now distributed and counted on the latest possible dates and that this problem might be eased by conducting the process earlier. I'll be aiming toward doing that this year.

We start the year with "only" 5.6% unemployment in the U.S.: a matter of a few

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Industrial Worker

THE VOICE OF
REVOLUTIONARY
UNIONISM

Articles may be submitted to the IW at the following addresses:

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Canadian Labor, Video & Music Reviews, Women's Issues: 388 1/2 Kent, Ottawa, ONT K2P 2A9 Canada (613)231-2922 indwrk@web.apc.org

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I.W.W. DIRECTORY

Job Branch= 5 or more members in workplace
GMB=General Membership Branch
IU=Industrial Union Del=Delegate
GOC= Organizing Committee.
IU 120: Forest Workers
IU 450: Print & Publishing Workers
IU 460: Food Processing Workers
IU 510: Marine Transport Workers
IU 610: Health Workers
IU 620: Education Workers
IU 630: Entertainment Workers
IU 660: General Distribution Workers
IU 670: Public Service Workers

AUSTRALIA

NEW SOUTH WALES

Sydney Area Group- Del:Ray Elbourne, Corner Dittons Ln. & Old Illawara Hwy, Sutton Forest NSW 2577.

CANADA

MANITOBA

Winnipeg GMB- B. Mackay, PO Box 3204, GNPO, R3C 4E7

ONTARIO

Ottawa GMB- 388 1/2 Kent, K2P 2A9. 613/231-2922 <indwrk@web.apc.org>
Toronto Group- 11 Andrews Ave M6J 1S2. 416/941-9945 Meets 1st Thurs 7 pm; phone for location.

UNITED KINGDOM

GOC British Isles/IU620 Contact: F.Lee, Secular Hall 75 Humberstone Gate, Leicester LE1 1WB. 0533-661835

IU610 Contact: Harry Girling, c/o Ipswich Community Resource Ctr, 16 Old Foundry Rd., Ipswich IP4 2DU

IU660 Contact: Ray Carr, 22 Brunswick Square, Herne Bay, Kent CT6 5QF
Swindon Region GMB/IU670 Contact- Kevin Brandstatter, 9 Omdurman St. Swindon, SN2 1HA; Tel: 0793-610707.
Stuart Craft, Box A, 111 Magdalen Rd, Oxford. Davey Garland, Box 23, 5 High St. Glastonbury Somerset.

UNITED STATES

CALIFORNIA

Mendocino- Bill Meyers, delegate. 707/884-1818.

San Diego Group- PO Box 49735, San Diego 92159. 619/284-WOBS

Santa Cruz GMB- PO Box 534, 95061 <sciww@ucsc.ucsc.edu>

IU450 New Earth Press Job Shop- 1921 Ashby Berkeley 94703 (510)549-0176

IU620 Job Shop UCB Recyclers- 620 Eshleman B'kly 94720 Daniel Widener
IU670 Berkeley Recycling Ctr. Job Shop- M. Carlstroem, 2515 Piedmont #8, 94607 Los Angeles GMB- Meets 2nd, 4th Sundays. Location call (24hr): 213/368-4604. Andrew Willett 1724 Westmoreland LA 90006.
IU630 Film Workers- Miguel Sanchez, 1724 Westmoreland LA 90006 (213)368-4604
SF Bay Area GMB- PO Box 40485, 94140 415/863-WOBS iww@igc.apc.org

COLORADO

IU450 P&L Printing Job Shop- 2298 Clay, Denver 80211. 303/433-1852
Denver/Boulder GMB- 2412 E. Colfax, 80206. Ofc hrs Sat. 9-12. (303)368-1065 Meets 1st Thurs. 7pm. Del: Cliff Sundstrom 910 E. 8th Av. #202, 80218. 303/832-7602. Brendan Ruiz, POB 370663, 80237-0663

GEORGIA

Atlanta Group- 340 Elmira Pl, 30307. 404/524-1243. Lorenzo Ervin Kom'boa, del.- 218 Adair Ct. #5, Decatur GA 30030. 404/687-8324

HAWAII

Oa'hu Branch- POB 11928, Honolulu 96822 Tel: 808/247-8584. <annies@igc.apc.org>

ILLINOIS

Chicago GMB- 4043 N. Ravenswood #205 60613. (312)549-5045. Mt. 1st Fri. 7:30 pm.

LOUISIANA

Baton Rouge Group- Sieve Donahue 729 Bungalow Ln 70802. (504)389-9572.

MARYLAND

Baltimore GMB- R. Bey, Black Shield, Box 1681, Glen Burnie 21060. 301/367-3024

MASSACHUSETTS

IU630 GOC- Jim Barclay, 75A Elm St. Worcester 01609

MICHIGAN

SE Mich. GMB- Box 2056, Ann Arbor 48106. IU630 Workers Stories Workers Lives Job Shop- Albert Parsons (313)769-0695

IU670 Ann Arbor Tenants Union Job Shop- 4001 Michigan Union, Ann Arbor 48109. 313/763-6876.

MINNESOTA

Duluth Group- 1514 N. 8th Avenue E, 55805. Del: Jack Rosenquist

MISSISSIPPI

Gulfport Group- C.G. Streuly 601/896-3515

MONTANA

Butte- Mark Ross 111 W. Quartz 59701. (406)782-4465

NEW YORK

IU670 Socialist Party USA Natl Office Job

Shop- 516 W. 25th St. #404, NYC 10001. 212/691-0776
Capital District Group- POB 74, Altamont NY 12009. (518)861-5627
Rochester- Del: Ric Garren, 716/232-4005
NYC GMB- Del: Wade Rawluk, 5610 Netherland Ave #4D, Bronx NY 10471. 718/796-3671. Rochelle Semel, RD 1 Box 158-B, Hartwick 13348. 607/293-6489

PENNSYLVANIA

IU630 Boulevard Bingo Job Shop- Tina Gaffney (215)821-5622
Lancaster Group- PO Box 2084, 17608 Lehigh Valley GMB- POB 4133 Bethlehem 18018 (610)515-0181. Del: Trish D'Amore 434-0128. email: len.flank@father.com
Reading Group- PO Box 8468, 19603. Del: Dennis Good (215)921-2459; Rick Page (215)562-3487
Philadelphia GMB/ IU450 Duplicators Network- 4722 Baltimore Ave. 19143. (215)747-0855.
IU660 Wooden Shoe Books Records Job Shop- 112 S. 20th St. 19103. 215/569-2477. <ulrike@templevm.bitnet>

SOUTH CAROLINA

IU450 Harbinger Publications Job Shop- Merll Truesdale, 18 Bluff Rd. Columbia 29201. 803/254-9398

TEXAS

Austin Group- PO Box 49523, 78765. 512/416-9619

UTAH

Salt Lake Group- Tony Roehrig, PO Box 520514, Salt Lake City 84152-0514. 801/485-1969

VERMONT

Burlington Group- Anne Petermann, Orin Langelie POB 804, 05402. (802)658-2403. <peacejustice@igc.apc.org>

WASHINGTON

IU460 Fairhaven Co-op Flour Mill Job Shop- 1115 Railroad Ave. Bellingham 98225.

Industrial Transportation Project- Arthur Miller, POB 5464, Tacoma 98415-0464

Puget Sound Branch IWW- Stan Anderson, del., POB 20402, Seattle 98102. 206/367-0477

WISCONSIN

IU450 Lakeside Press Job Shop- 1334 Williamson, Madison 53703 608/255-1800. Delegate: Jerry Chernow

Madison GMB- Box 2605, 53701. (608) 255-1800. Del: Tim Wong, Jerry Chernow

Chase New General Secretary

IWW General Executive Board chairperson Fred Chase has been elected to serve as IWW General Secretary-Treasurer for 1995. Chase, who successfully organized his fellow workers at the University Cellar bookstores in Ann Arbor, Michigan, into the IWW (where they stayed until the owners mismanaged the two-store chain into bankruptcy), will move IWW headquarters to the Southeast Michigan area.

Elected to the IWW General Executive Board for 1995 were (in order of votes received) *Industrial Worker* editor Jon Bekken, Tai Miller (Santa Cruz, Calif.), Zimya Toms-Trend (Seattle, Wash.), Deke Nihilson (San Francisco, Calif.), Mike D'Amore (Burlington, Vermont), Dave Collins (San Francisco), and Jeff Ditz (Ypsilanti, Mich.). Art Kazar (Chicago) was elected first alternate.

IWW members also voted on several referenda, deciding to hold the 1995 General Assembly in Philadelphia; approving a proposal to increase IWW minimum dues to \$5 monthly (but retaining the \$3 rate for

Around Our Union

hardship cases); and rejecting three funding requests by fairly close margins. A proposal to bar the *Industrial Worker* from continuing to publish the *Wage Slave World News* supplement was rejected.

A resolution supporting the right of Haitian refugees to be released from the concentration camps in which they have been interned by U.S. authorities, and the right of Haitians to live where they choose irrespective of national borders was approved. The Southeast Michigan General Membership Branch was also authorized to coordinate an IWW solidarity campaign for

Haitian unionists. A similar resolution endorsed the right of Cubans to live where they choose and to be released from U.S. concentration camps. That resolution also placed the IWW on record as opposing the ongoing U.S. economic embargo against Cuba.

A complete election report is published in the December 1994 issue of the IWW's *General Organization Bulletin*, which is sent to all IWW members in good standing (or a reasonable approximation thereof).

Philadelphia IWW To Open New Hall

The Philadelphia General Membership Branch opened its new union hall in December. It is a storefront on Ridge Ave, which was previously a shoe store. It has a very nice front area, which we will turn into a reading room, as well as ample space in the back for a kitchen and homeless support services such as showers and laundry. On the second floor we will be creating a meeting hall, suitable for 80-100 people, as well as living spaces for several Wobs.

On the Waterfront

Reports of our death were highly exaggerated! For the past two years, the labor bureaucrats of seven AFL-CIA unions here in San Diego have been handing out black cat buttons with the slogan "An Injury to One is an Injury to All!" The pie cards are attempting to stimulate collective memory and militancy on the local waterfront. Shipyard workers at National Steel and Shipbuilding Company (NASSCO) have been working without trade union agreements since October 1992. The response of rank and filers has been to welcome the grass roots democracy and direct action that our One Big Union stands for.

The business union executives got some stimulation of their own when IWW pamphlets were distributed at a recent meeting of shipyard activists. Within days organizers were dispatched from the regional office of the metal trades council (Southern California) and the headquarters of the International Brotherhood of Electrical Workers.

It's as if trade unions dread the concept of Industrial Unionism. The working class need not subscribe to the fear and greed of the employing class.

X341848

Tales From the Shop Floor...

12-Hour Days, Short Pay, No Holidays

In September my employer announced a new work schedule which would increase production time to the absolute maximum. The plan has two shifts working four consecutive 12-hour days followed by two days off, with new "relief crews" following the same schedule at staggered intervals. The result is production around the calendar, as well as around the clock.

Daniel J. Boorstin, in *The Discoverers*, traces the origins of our seven-day week to the Chaldean priesthood during the neo-Babylonian empire in the seventh century B.C. Unfortunately, three millennia of tradition does not outweigh the avarice of management. Therefore, my fellow workers must live their lives out of step with the rest of the world.

It did not take long for this to produce an epidemic of marital discord, family strife and depression among my fellow workers, many of whom are facing a choice between keeping their jobs or keeping their marriages.

And the new schedule means that many are unable to pay their debts and living expenses because of the loss of overtime. (Under the old schedule we worked six 12-hour days, and received double time for Sundays, when work was voluntary.) Since workers are now required to work Sundays, many have also been cut off from their

religious communities (and the social ties and services that entails).

It is singularly ironic that the cause of this disruption in family and community life is also the cause of a widening rift between the victims and the cure.

I cannot help noticing that management has not imposed this new schedule upon itself. The weekend for bosses is still sacrosanct, and the bosses and their families presumably continue to attend church on Sundays. Perhaps family values are important only for bosses and their own.

This past Thanksgiving, a number of my fellow workers were enticed into working on a voluntary basis by the promise of triple pay. Since the actual rate paid was double-time plus holiday pay, my fellow workers felt cheated and misled. Management compounded this fiasco by denying holiday pay to several workers who failed to work the Saturday and Sunday following Thanksgiving.

When management attempted to hammer out a voluntary work schedule for the Christmas and New Year's holidays they found the willingness of my fellow workers to volunteer had evaporated.

Around this time management distributed flyers inviting us to their annual holiday celebration. The flyer departed from the custom of previous years by announcing

new features such as a raffle, door prizes, games, etc. A small group of us began organizing an alternative holiday party and urging a boycott of management's celebration. Our rallying cry was "Anything they can do we can do better; We can do anything better than they." This message was well received by our fellow workers and the word spread quickly. A number of new slogans appeared spontaneously and gained wide circulation, including: "The Lord giveth, and the boss taketh away" and "No charity without sincerity."

I cannot help noticing that management has not imposed this new schedule upon itself. The weekend for bosses is still sacrosanct....

Apparently management caught wind of these efforts. They were reported to be alternately embarrassed and miffed. Management was already apoplectic over declining morale and falling production. We have been failing to meet production targets under the new schedule despite the increase of production time to the absolute maximum (in fact, production has fallen from previous levels).

Management held a series of meetings in December with five groups of workers, and asked each group to elect a spokesperson to represent their concerns. These spokespersons are to meet with management on a weekly basis until all issues have been resolved.

At the first of these meetings management agreed to shutdown production of Dec. 24, 25 31 and Jan. 1 (hardly anyone had signed up to work anyway), while making Dec. 23, 26, 30 and Jan. 2 voluntary work days paid at the rate of double time plus holiday pay.

Management then agreed to revert to the old schedule of six 12-hour days with Sundays off, starting Jan. 2. However, this concession was made contingent on meeting production targets.

Not a word was said about the alternative holiday party, though the enthusiasm for boycotting management's celebration has collapsed in the wake of these concessions. It remains to be seen what will happen on this score, but many of us intend to follow through with our plans.

We have reason to believe these concessions may prove short-lived, yet they do

constitute a victory of sorts.

Our fellow workers have had a taste of the potential power that is theirs for the taking. Management itself has sanctioned the efforts of workers to exercise that power (in a modest way); they have done more to forge solidarity among our fellow workers by creating elected spokespersons than they might guess. I hope to convert those spokespersons into the nucleus of a union job branch on the shop floor soon.

However, a number of obvious problems remain. First and foremost, the awkward position of celebrating longer hours as a victory. Many of our fellow workers are in favor of overtime; and many favor meeting the production targets in order to keep the schedule change. There is much need for consciousness-raising on both of these points. There is also a lack of solidarity among our fellow workers who are split 50/50 on both issues. It is an interesting challenge to turn these opinions around, and I would gladly receive any advice my fellow workers might send my way.

X341844

What rights do health care workers have?

Another way to put this question: What should a healthcare worker defend?

The answer is another question: What does a healthcare worker need to do her job effectively?

1. *The right to practice; and to participate in controlling your practice.*
2. *Access to tools: herbs, medicine, equipment, knowledge and information.*
3. *Adequate conditions of work: safe, healthy, comfortable.*
4. *Adequate compensation for work.*

Health of our communities is the responsibility of each and all healthcare workers. We cannot allow the government to claim authority over healthcare, because healthcare does not come from the government. We cannot allow any one association of professionals to hold all the authority for healthcare, because full healthcare cannot be delivered by any one profession.

Healthcare is provided by all healthcare workers together, and we—no one else—are responsible when the community is not healthy.

5. *A voice and vote in all decisions affecting the health of the community.*

**Join Healthcare Workers
Industrial Union 610 - IWW**

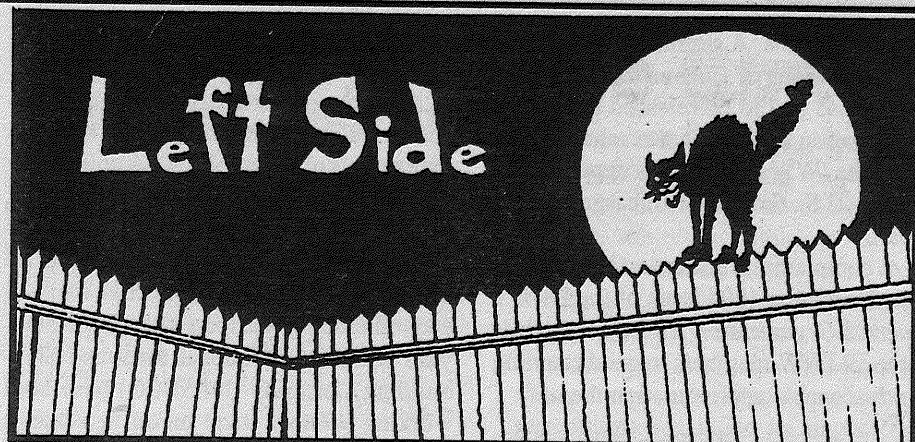
PREAMBLE TO THE IWW CONSTITUTION

The working class and the employing class have nothing in common. There can be no peace so long as hunger and want are found among millions of the working people and the few, who make up the employing class, have all the good things of life. **Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the means of production, abolish the wage system, and live in harmony with the Earth.**

We find that the centering of the management of industries into fewer and fewer hands makes the trade unions unable to cope with the ever-growing power of the employing class. The trade unions foster a state of affairs which allows one set of workers to be pitted against another set of workers in the same industry, thereby helping defeat one another in wage wars. Moreover, the trade unions aid the employing class to mislead the workers into the belief that the working class have interests in common with their employers.

These conditions can be changed and the interests of the working class upheld only by an organization formed in such a way that all members in any one industry, or in all industries if necessary, cease work whenever a strike or lockout is on in any department thereof, thus making an injury to one an injury to all.

Instead of the conservative motto, "A fair day's wage for a fair day's work," we must inscribe on our banner the revolutionary watchword, "Abolition of the wage system." It is the historic mission of the working class to do away with capitalism. The army of production must be organized, not only for everyday struggle with the capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old.



State Senator John Monks of the state of Oklahoma had defended the "sport" of cockfighting on the grounds that "The first thing the communists do when they take over a country is to outlaw cockfighting." The Commies should be grateful to Senator Monks for giving them such a high boost, methinks, and aside from the fact that the poor roosters are not consulted in the matter, I would find it more a recommendation for the Commies than for the good Senator.

Back in October the federal government said that it would cut down on the funding for food banks and other programs for poverty-stricken residents of Freedomland by \$55 million and was making available \$47 million in new funds to be used for job training for the erstwhile Haitian police force. Is Uncle Sammy trying to reverse the collapse of communism?

Yours truly is inclined to equate the Commies and the Cappies the same way he does with the Republicans and the Democrats. The only significant difference being that one uses Vaseline.

A couple of doctors in Chicago have initiated a novel approach to the question of gun control. Working in a hospital where they get to see gunshot victims, they look upon it as a public health issue; much in the same way the advocates of banning cigarettes did some years ago. They argue that a public health approach is a viable alternative to the inadequacy of relying only on the criminal-justice approach.

It sounds pretty logical that a gun-free environment would be considerably healthier than the present one we have in Freedomland's larger cities and even smaller towns. The education about the harmful effects of too much cigarette smoking reduced the consumption of ciggies considerably in Freedomland, but the tobacco manufacturers were not to be deprived of their profits any more than were the chocolate manufacturers when their product was deemed harmful to little children. With their high-gear advertising campaigns, the tobacco companies merely pushed their product overseas, and now when you are abroad you may sometimes have difficulty in finding the local cigarettes, but there will be a plethora of cowboy-killers.

There will have to be a hell of a lot of educating to be done if it is desired that the same thing can be done with guns as with cigarettes. It won't be only the National Rifle Association whose feathers will be ruffled. What would happen to the boob-tube and movie industries if they could no longer rely on their gangster and horse-opera formulas, but have to turn out adult entertainment for a change?

Face it, much of popular culture in Freedomland revolves around the glorification of guns and violence. After all, the winning of the West wasn't accomplished with pea-shooters.

Aside from the glorification of violence, you are not going to have an easy time convincing some people to give up their handguns. It is one thing for some doctors who have their comfortable suburban homes, but for some working-stiff returning from the late shift to a neighborhood where there is high unemployment, as well as the cleaning ladies who come home in the wee hours, it is another thing altogether. Those people will not be easily persuaded to toss their angel-makers on the scrap heap, especially when they know that those whose livelihood is robbing others entertain no such thoughts as giving up their means of that easy livelihood.

As far as this old Wobbly is concerned, there ain't no such thing as "gun control." If there were no guns at all, there would be no need for "gun control." I say stop making the damn things! Guns have only one purpose, and that's to bring about the cessation of somebody's life. Guns are also used by armies and police forces to keep large populations of productive workers under control, should they ever start getting ideas of their own.

When our species evolves sufficiently to the point where we shall have absolute control over the means of our livelihood and the employers, rulers and politicians will be faced with the alternative of becoming productive workers or jumping out of windows, there will be no need to produce anything that is harmful to our health.

Before we can reach that millennium, we must rid ourselves of something that is even more harmful to our health and well-being: this social-economic system where the greater number of us work our derrieres off to enable a minuscule few of our species to rest on their derrieres. The same social-economic system where far too many decisions are made by far too few.

— C.C. Redcloud

Prey for Capitalism

The Anglican archbishop of Canterbury (head of that church) has called on the Church of England to invent special prayers for business people, who (so he says) suffer "a great spiritual hunger." "Wealth creation is part of God's plan," the bishop argued, though conceding that the "free market" needed to be tempered by morality.

The Nov. 8 *Guardian* offers three prayers offered in response to the bosses' desperate need for spiritual comfort. They illustrate the difficulties of the enterprise.

Three staffers at a church training center for economic issues, began their prayer like this: "God our Creator, hear our prayer for wealth creators whose labour is short-changed: give them justice..." One can easily see the angry industrialists storming the pulpits at this suggestion that they be punished for stealing the wealth created by the wealth-producers, the workers without whom they would be nothing.

The chaplain at a Gateshead shopping mall (a very spiritual environment, no?) offered a different take: "Gracious God, you have given us a clean, safe and warm centre in which to work; may we not spoil it by our slovenliness and lack of respect for those we serve; you have given us a job with long hours, may we find peace of mind and quality of life; you have given us the power to buy, may we not spoil that by preoccupation with what we can get." Long hours, respect for the bosses, low wages — that might go over somewhat better with the bosses, who would no doubt like to see their wage slaves offer up such prayers on a daily basis (maybe even on company time?).

A reverend at the South London Industrial Mission, however, seems to have missed the point. His prayer speaks of trusteeship of the world, of distributing its wealth with justice, and enhancing the wellbeing and common good of communities. He'll be praying for a long time before the bosses come round to that point of view...

Welfare Kings

Much crying and gnashing of teeth is emanating from Congress (and from state-houses across the U.S.) over the need to end welfare as we know it. Generations have been raised at the teat of the Welfare State, the Republicrats moan, never learning the joys of earning an honest living. Worse, still, they rob the public coffers of the taxes paid in by hard-working Americans.

Righto, says I. It's time to get these welfare kings off the dole and onto the streets. They're crushing us flatter than the pancakes at the greasy spoon down the block.

But the Republicrats seem to be suffering from blighted vision. They're all hot to go after small children and their mothers, low-paid immigrants, the homeless, and the like. Round 'em up in concentration camps, prisons and orphanages, the politricksters cry. No doubt, when those prove a bit costly to maintain, they'll find more cost-effective means of disposing of these people the bosses have no present use for.

But that's not where the real welfare chiselers are to be found. The federal and state governments funnel billions of dollars directly into the coffers of corporations and the rich in the form of investment subsidies, low-interest loans, cut-rate water and utilities, employment grants, tax credits for employing minimum wage workers, and the like. Even Labor Secretary Robert Reich recognizes that these policies amount to welfare for the rich that is bleeding the country dry.

But it only begins there. You hear a lot of moaning about the high cost of public housing. In 1990 the feds spent \$18.7 billion on housing assistance for the poor. That same year, the feds spent \$63 billion (mostly in tax credits) subsidizing housing for the

richest 20 percent of U.S. households.

Six U.S. states (Florida, Nevada, South Dakota, Tennessee, Texas and Washington) tax their poorest 20 percent at a rate more than four times as high as the richest one percent. Only six states tax the poor less (as a percentage of income) than the rich.

Far from being a mechanism for income redistribution, the government serves (as it has always served) as a mechanism for shaking down workers and funneling the take into the pockets of the bosses and their hangers-on.

We enrich the bosses every time we pay our taxes, every day we go to work, every time we buy groceries or pay the landlord. I don't know about you, but I'm finding the price of this welfare for the rich a bit steep. Anyone for dumping the bosses off our backs?

Editor's Notebook

That economic recovery

Listening to the radio the other day, I heard some economist gleefully announcing that the economy was looking good. His evidence? While latest figures showed that more people were working (ordinarily the kind of thing that throws business into fits of despair) and prices were rising a bit, wages had actually fallen.

Being between masters just now, I know whereof he speaks. Looking in the help wanted ads I see a fair number of listings - but most offer little more than minimum wage or commission work. Earn \$20 a day, one offers; "earn extra income!" another implores (they pay so little they dare not suggest you could live off it). Data entry workers can earn \$5.25 - \$6.25 an hour, depending how fast they type.

Experienced warehouse workers can earn \$6.25 an hour at the Art Institute of Chicago; the Center for Research Libraries offers \$5.41 an hour for library assistants with foreign language skills; an advertising firm offers "Great Wages (up to \$8.00/hour)"; a plumbing and sewer contractor seeks inexperienced "dependable, hardworking, willing, motivated" workers (no one with experience would put up with the conditions, apparently) to "learn, work hard and have pride in a professional trade" (no mention of the pay).

I interviewed recently for a job in East Texas (which would have paid nearly \$10,000 less a year than my last job, but required much more work), and picked up the local paper. There were several ads for nurses promising "excellent compensation" (no details) and a civil service job paying \$25,000 a year. The other ads generally made no mention of pay, the highest rate offered was \$4.25 per hour plus commission (a telemarketing job) "with the possibility of earning over \$8.00 per hour." We are, apparently, supposed to be impressed by such paltry sums.

About the only work I'm coming across in the local papers offering anything approaching a living wage is temporary work - which comes without benefits, job security, or the promise of working enough hours in the week to cover the rent.

It's been a long time since I worked for these kind of wages, and the dollar went a lot further then. If this is an economic recovery, I hate to think what would happen if the slower economic growth the Federal Reserve is hoping for should kick in...

One Dead Red

That's how the New York Daily News headlined a brief reminiscence of the lynching of fellow worker Wesley Everest 75 years ago. The lying rag went on to claim that "a mob of labor agitators opened fire on an Armistice Day parade in Centralia, Wash., and killed four marching vets."

The Daily News is written, made-up
continued on page 5

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Canadian Miner in Murder Frame-up

Roger Wallace Warren, age 50 and a miner for close to 30 years, now faces 9 charges of first degree murder because of an underground explosion in 1992. The union, CASAW [Canadian Assoc. of Smelter & Allied Workers] had already been on strike for months when the explosion happened.

It was as tough a strike as they get. The Giant Gold Mine had recently been acquired by Royal Oak Mines, a largely American-owned company operating out of Vancouver and headed by Margaret Witte. The union wanted increased safety and job security. Witte refused to bargain, and brought in scabs and high-tech thugs.

There had been several fires and other damage at the mine during the strike. Picket lines were daily struggles, and a special squad of 50 RCMP officers was sent to Yellowknife to police the strikers and protect the scabs and thugs. The battle spread through the community, with the usual car-and-truck episodes. 25 striking miners were fired for various 'crimes', mostly trumped up. Neighbors became enemies overnight — of the 9 killed, 6 were union members who had crossed the line.

The deaths were a widely felt shock, as every unionist stood back and considered: was it sabotage by a zealous union member? Sabotage by the company to throw suspicion on the union? An accident? Following the blast, *Industrial Worker* editors at Ottawa received letters from workers taking the position that, scabs who betray their fellow workers in the class war can hardly avoid getting in the line of fire.

Before any investigation, RCMP immediately declared it was murder. Their investigations targetted the union miners; they urged people in the community to tell tales. It was about a year before police announced an arrest. Warren had been questioned before, but now began to talk in a rambling way about how the bomb was set. After arresting Warren, expert interrogators grilled him and he kept talking; he

talked more in his cell to an inmate who was a police plant.

By this time, the Labour Relations Board had found the company guilty of numerous labour law violations. A contract was imposed, and fired workers reinstated. Some scabs remained on the job. Witte is appealing the Labour Board decisions to the Supreme Court.

The 19 hours of tapes is about the only evidence presented in court against Warren. Also displayed was a pair of boots, but the soles had been altered so are inconclusive. On the tapes, Warren despairs, 'I'm going down,' and laments the accidental deaths, and explains convincingly how the bomb was designed to be triggered by an unmanned ore car.

It sounded bad. Yet Warren came to court with a plea of 'not guilty' and defense asserted that the so-called confessions were a fraud. When Warren took the stand he told a new story of being on the mine property just before the explosion and seeing two dark figures, one carrying a gun.

He described the scene in precise detail, and then under defense questioning, proceeded to explain how the events affected him psychologically. He became depressed and worried about the miners union jobs. He felt ill, and decided to fake a confession in order to spare the union further harassment — by taking a personal loss, he was winning for the big picture, he thought.

At one point a woman, widow of a dead scab, stood in the courtroom and shouted, 'I hope you die a slow death'. Warren went on to explain that when he cried on the police tapes, he wasn't actually feeling remorse, but sadness about the effect of his confession on his wife. He explained that he got details of the bomb rigging from the newspaper.

Defense went on to call expert psychiatrists, to explain why people make false confessions, and attempted to show that

Warren fits the profile. Also mentioned were the pressure tactics of police interrogation. At this writing, it remains for defense to wrap up its case.

It is hard to imagine how the jury could convict Warren; the case boils down to his word then, against his word now. His confession was detailed enough to be believable; yet his refutation of that confession is even more filled with the texture of reality, it has no holes. So the question will remain: who did it?

It could have been anybody. But most people will always suspect it was either a union member, or a company thug. The deaths — accidental, it would seem — were disastrous for the union's strike effort at the time, for they instantly became objects of a homicide investigation as well as hostility from the community.

Whoever did it, Margaret Witte and her policy of lack of respect for human dignity is responsible for the deaths.

[CM]

From the desk of...

tens of millions of human beings whom the powers that be would reduce to mere statistics. 6% is now considered full employment by comfortably employed economists.

I can remember back a few decades to when unemployment was at 3.9% and the economists talked about full employment being 4%. Well, it wasn't full for the 3.9% then nor the 6.5% now.

And in the meantime they've long stopped counting those people who run out of unemployment benefits and drop off the rolls because job prospects are slim to none. It makes the figures look better.

For the first time middle-aged white males with a high school education or less are unemployed at the same rate as black males with that level of education, 51%! That's the idea the bosses have for achieving equality: drive down wages and reduce job opportunities for those who had them rather than improving employment opportunities and wages for those who didn't and don't.

NAFTA and GATT seem likely to increase this trend. The always tenuous middle class is getting squeezed. Most are going to be fortunate if their slide stops at punching time clocks for garbage wages rather than among the ranks of the unemployed.

But I'm whining. There are plenty of jobs. Employers are pleading for workers and, in Michigan at least, are even willing to pay a quarter or two above the minimum wage. If you can survive, let alone raise a family on that, write a book. It will have a huge audience.

Organizing opportunities abound. More and more people seem to be realizing that they can't make it on their own. It will take international collective action by the working class and the unemployed to stop the growing economic division between the classes.

And guess who's had a plan for 90 years: the IWW. Join us and together we'll make 1995 the beginning of a new start for the folks who make the world go 'round: workers.

Fred Chase
General Secretary-Treasurer

Wobbly Radio

The Capital District IWW produces "Project X," a 30-minute monthly radio program featuring interviews, discussions and musical tributes to those who create the wealth of the world and their struggles to benefit from that wealth. A cassette copy is \$4. For information, or to order, write: IWW, PO Box 74, Altamont NY 12009.

Ottawa IWW Backs General Strike Call

The social service cutbacks in Canada have their source in the IMF and global capitalist policy that forces every country to endure the same. Uniting workers, students and unemployed in our country is a good step. Opposition to the Axworthy Plan will make a nice prelude for anti-IMF protests May 1, 1995.

The Campaign appears to come from an informal group of unionists, rather than from any one organization. Organizers report great interest from various local union officers and student groups [students have already promised a strike in the new year].

Axworthy Plan...

Social programs directly effect our conditions of work and help our struggle. That is why they are under attack.

As unionists we not only have a responsibility to defend our social programs we also have the power. The unemployed and students do not have the power themselves, but together with a general strike we can hit the employers where it hurts and stop them cold.

We need to campaign in our unions to rally support for a general strike and pressure our leaders to hold a vote. To achieve this there are many things we need to do: distribute leaflets, hold meetings, organise with students, the unemployed, and anti-poverty groups, pass motions in our locals.

For information or to join in organizing efforts contact: Campaign for a General Strike Against the Axworthy Plan 25 Nestow Drive, Nepean ON K2G 4E7 Phone/fax: 613 224 9308

Editor's Notebook...

and printed by union workers, and targets our fellow wage slaves as readers. A correspondent suggests we should let the publishers know of our outrage. A worthy suggestion, that. But I'd be interested to know how such a vicious anti-labor lie passed through the hands of union writers, typesetters and printers without finding its way to the waste basket...

Yours for the works,

This world of ours could be a pretty decent place to live if we got together and decided to organize things with that in mind. But as long as the present ownership and management remains in place, things will continue getting worse.

Taking over the works and putting them under workers' control is a big job — each of us is needed to pull it off. That means educating our fellow workers, agitating for better conditions, and organizing to win them. Perhaps you be able to help things along by getting a bundle of Industrial Workers each month and distributing them to your fellow workers (on or off the job).

Bundles are quite reasonable priced, with special rates available for IWW groups. Quite possibly you could pay for the bundle by placing some copies for sale on consignment at a local bookstore or co-op. To set up your bundle order, write: IW Distribution, PO Box 2056, Ann Arbor MI 48106.

How about it, fellow workers?

Jon Bekken

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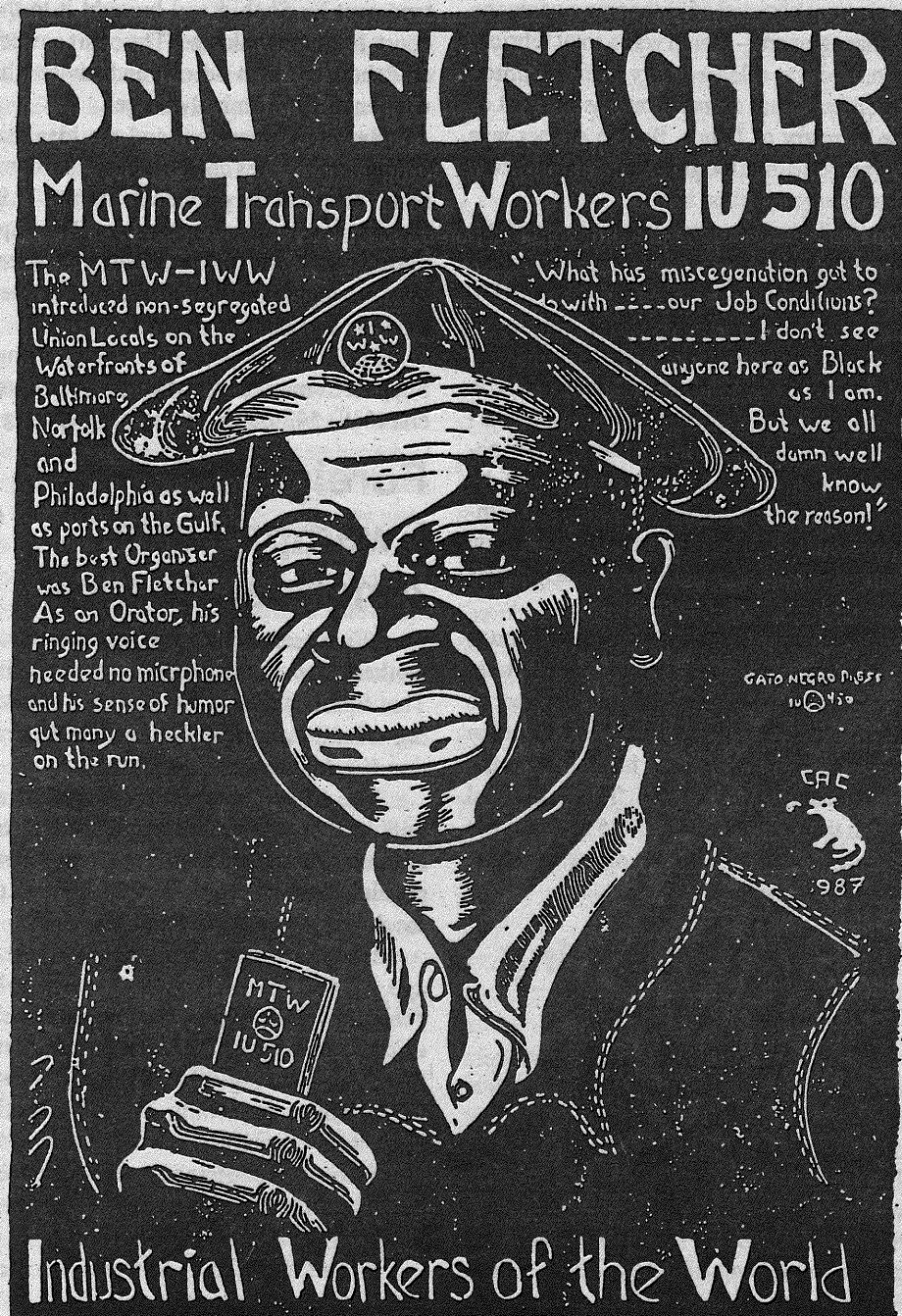
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Many thanks, fellow workers, for your generous support, which helps defray the costs of publishing this paper.



"Independent Unions in Mexico, in the Age of NAFTA, Are Under Attack More Than Ever"

The following talk was presented by Concepcion Guerrero Flores, a leader of the Mexican Garment Workers Union "19th of September," to the International Labor Conference Against Labor-Management Cooperations Programs in San Francisco on Nov. 13.

We working people in Mexico are totally against NAFTA. Even before the treaty was signed and implemented, the Mexican government, in order to pave the way for NAFTA, had already begun to implement "social pacts" involving the employers, the governments, and the unions.

The first such pact we took issue with was the new Federal Labor Law imposed by the government and accepted by the other "social partners." This law denied all Mexican workers the right to strike over wage increases. Henceforth, only strikes over violations of contract would be authorized.

Then, also to show that Mexico was fully committed to NAFTA, we began to witness the closing of hundreds of Mexican-owned factories. We were told that the employers could no longer compete with foreign-made goods, and that if we wanted to help the employers keep the factories open, we would have to "cooperate." The threat of plant closures was used as blackmail to impose concession after concession on the workers. Our collective-bargaining agreements were gutted, our rights trampled upon.

In Mexico, as per the law, workers' wages are increased every year on the first of January. This year's increase was the lowest ever: only 4%. The "charro" unions – that is, the bureaucratic unions totally controlled by the government – have accepted all the violations of our collective-bargaining rights and gains.

Also, as per NAFTA, there have been a series of privatizations of state-owned enterprises and public services. And there has also been a proliferation of "productivity accords" between the government, the bosses and the "charro" union officials.

These "cooperation" accords are af-

fecting us not only in the private and public sectors of production, but also in education and healthcare. In the schools, through these cooperation programs, they have increased class sizes even further. This is also the case of doctors and nurses in the national healthcare system, whose workloads have nearly doubled. The quality of healthcare has dropped dramatically. Sick leave has been abolished.



fecting us not only in the private and public sectors of production, but also in education and healthcare. In the schools, through these cooperation programs, they have increased class sizes even further. This is also the case of doctors and nurses in the national healthcare system, whose workloads have nearly doubled. The quality of healthcare has dropped dramatically. Sick leave has been abolished.

We, the independent unions, are opposed to these productivity accords. But the government has tried to sow division within our ranks. Thousands of government hired hands have been infiltrated into our unions to convince workers to accept these programs and to join up with the charro unions. They have to try to divide us because they know that we would never sign those pro-

ductivity accords or participate in the cooperation programs....

The government's attacks against the independent unions have not relented. Today, the government is threatening to withdraw our legal recognition, our legal status, if we don't toe the line – which, of course,

we will not. In the case of my own union, the Mexican Garment Workers Union "19th of September," the government has just given legal recognition to a scab operation that claims to represent us but that has absolutely no support among the membership.

Why are they trying to break our union? It's so that nothing stands in their way when they do what they recently did at the RosiBras Co, a manufacturer of undergarments. There, they simply closed down their Mexico City factory and opened shop outside the city, where they are paying their 2000 workers only 98 pesos a week. This does not represent even one-fourth of what the women garment workers were making in the Mexico City plant.

At the same time, those of us who are fighting for independent unions are being threatened and harassed. We are brought up on phony charges. One of our sisters, Lilia Meja, was accused of kidnapping someone in management – which was a total fabrication. She was released only after our union organized mass demonstrations in front of the Ministry of Labor. But no sooner was she released than the government concocted new charges against her.

And you are certainly aware of the 500 disappearances of political activists of the Revolutionary Democratic Party (PRD), headed by Cuauhtemoc Crdenas. This list of government atrocities is very long. ...

I would like to conclude by telling you that our union is demanding that the leadership that was rightfully elected by our national convention in September 1993 be recognized, and that the government withdraw its recognition of the illegal union committee headed up Mrs. Manola Morales Hernandez.

We call on each and everyone of you to help our union by sending letters and telegrams to the Mexican Ministry of Labor to demand that they recognize the elected union leadership of our union headed by Mrs. Mercedes Ramirez Molina. This is the real union that was forged in 1985 and that has the overwhelming support of our membership. Thank you.

What's Happening To Job Safety?

Dec.9– Seven UK retail trade workers were injured by an armed assailant. Dec. 10– About 29 maritime transport workers died off Newfoundland as a freighter sank. In Ontario, Canada: Dec.11– A miner was killed at Placer Dome. Last week a miner was killed at INCO. A month ago another miner was killed by falling rock at Placer Dome.

Capitalists Sexually Harass Workers

In apparent reaction to Tijuana maquiladora workers' charges of sexual harassment against John Shahid, CEO and President of American United Global, Inc. [Downey, CA] parent of National O-Ring, Inc., that company is closing its Mexican assembly plant without providing severance pay.

Six young women workers at EMOSA Q Exportadora de Mano de Obra Q, which employs 180 mostly women workers, filed suit with the State District Attorney's Office in Baja, California, Mexico Oct.10. They say Shahid, who was not personally known to most workers at this Tijuana plant, showed up at the annual employee picnic Sept.17 and insisted the women put on a bikini show for his video camera. The workers allege verbal and physical intimidation.

American United Global, Inc. is a publicly owned corporation which owns Stillman Seal, Aerodynamic Engineering, Inc. (maker of parts for aerospace and defense) and Western Power and Equipment Corp. (manufacturer of Case construction equipment).

Repeated requests by the workers and the plant's General Manager, Edgardo Sandoval, that Shahid give them the tape met with lies and excuses. On October 4, Shahid came to the plant. He said he would not turn over the video tape because "it had to be developed." When the workers asked him for a pay increase, he threw money on the table, demanding "love" from the workers in exchange.

On October 6, the workers filed charges with the Labor Board who subpoenaed Edgardo Sandoval to appear with the video tape. On Oct.10, Sandoval picked up the tape sent by Shahid and brought it to the court. It was a blank tape. The court considered the response a ridicule and advised the women to file criminal charges.

Sexual harassment and the idea that women employees can be treated like company property is prevalent among U.S. owned maquiladoras in Mexico. The Support Committee for Maquiladora Workers receives regular reports of abuse of women workers by management.

For more information: Mary Tong, Support Committee for Maquiladora Workers, (619) 542-0826, mtong@igc.apc.org

Foreign Debt Swamps Latin American Workers

"Five years ago every Latin American worker owed 1,200 dollars in foreign debt. That figure is now 1,800 dollars," according to Latin American Workers Confederation (CLAT) leader Luis Marius..

The CLAT organized a "social summit" in Caracas, Venezuela, to protest the absence of social issues and the foreign debt problem from the agenda of the Summit of the Americas held in Miami Dec. 9-11.

Latin American countries pay on average 25 percent of their budgets and 40 percent of their export income in a futile effort to keep up with interest payments on their ever-growing debt. The result is that while banks are rolling in profits, Latin American economies are stagnating and governments are forcing workers' incomes down to starvation levels to free up more funds for the international bankers.

Nevertheless, the debt problem was not on the summit agenda.

China: 17-Hour Work Days

A padlocked gate bars the fire escape on the fourth-floor factory in Zhuhai, China, where 16-year-old Ying and hundreds of others toil in peril and live in squalor, sewing garments that will be sold in department stores in the West. The building in the Ji Di industrial area is a typical sweatshop in the boom province of Guangdong.

"Normally we work from 6:00am until 11:00pm, but lately there has been a lot of overtime and we've had only two or three hours off," says Ying in a rural dialect.

With overtime, her monthly wage is 400 Yuan (\$50 US); when she works a "normal" week – 17 hours a day, seven days a week – she receives 300 Yuan (\$37 US), a seventh of the average urban wage. "Sometimes I send money to my parents, but

usually there isn't enough left to send home."

During the past few months, most factories in this area have been operating around the clock to meet Christmas orders. They churn out anonymous shirts, knitwear, running shoes and toys that will be given labels elsewhere and sent to the West. Anyone who does not keep up with the production line is fired without notice or pay-off. Labor activists say severe punishments are meted out by managements.

In a factory in Fuzhou, workers may not go to the lavatory during working hours. At a factory in Guangdong, workers who make mistakes must kneel on the floor for long periods. In one extreme case, workers were only allowed out of the factory-dormitory for an hour each day. In defiance of Chinese law, workers in Ying's factory live in small, dank dormitories with bunks for 20 workers.

Ying's tale is that of tens of millions of Chinese who have fled rural areas. Rural parents, who themselves face unemployment, see no point in spending what little they have on educating a girl when she could work instead.

Opposite Ying's factory is a knitwear complex. Its workers live on the roof, in corrugated-iron huts that can reach sauna-like temperatures.

Four teenage girls, Chun, Lui, Fong and Mei, from Sichuan province, share a hut. But they do not complain – they work only 13 or 14 hours a day, seven days a week, and have 10 days' holiday a year. The factory provides food but, Lui says, the portions are miserly and the food lacks nourishment.

excerpted from: London Observer

Colombian Death Squad Kills Worker

Mario Rodas, president of the local Sugar Cane Industrial Workers Union, Sintraicañazucol, was killed Nov. 1 in the Colombian town of La Virginia, Caldas.

The union activist was killed by gun-carrying paid assassins when he was leaving the local workers' cooperative.

The Central Unitaria de Trabajadores (major national workers union) denounced the killing, calling it a "demonstration of intolerance and persecution against the workers' movement."

To add your voice to those protesting the attacks against unionists, write Columbia Human Rights Now! Campaign, AA 22803, Bogotá Colombia.

S.A.V.

Political Win Endangers Zambian Unions

The Zambia Congress of Trade Unions (ZCTU) was a potent force until its former leader Frederick Chiluba became state president in the 1992 general elections.

A lone and often shackled voice, with some of its leaders once imprisoned for being anti-establishment, the labour movement had for 20 years provided the only real opposition to the entrenched one-party United National Independence Party government.

Today the movement is torn apart. Five affiliated unions (including the Mine Workers Union, the ZCTU's largest affiliate) have broken away because of dissatisfaction with the current leadership, strongly backed by the government. Eight unions remain.

Workers accuse the ZCTU of kowtowing to the government and of being "too chummy" with President Chiluba. They believe this accounts for the ZCTU's inability to stop private employers and the government from imposing massive retrenchments and austerity.

Many workers have lost their jobs as a result of economic "reforms," often without receiving legally mandated severance

pay.

With inflation at 35 percent—down from 400 percent in 1991—many workers struggle to make ends meet, often unsuccessfully.

Monthly salaries, right up to middle management, rarely exceed US\$200.

New labor laws place harsh restrictions on the right to strike, making it difficult for unions to defend their members' rapidly collapsing incomes.

And the ZCTU is the only legally recognized union body.

"The unions seem more sympathetic to government woes than ours. We are the ones being retrenched, we expect our unions to seek alternative solutions," mineworker James Mphande said after the ZCTU said the adjustment programme was a "necessary evil" and that state-union ties were "inevitable."

East of the Atlantic...

There are many problems which the protestant and catholic working classes will have to overcome. Distrust and fear being the main ones. Not since Larkin and Connolly (both revolutionary unionists) united workers from both communities in the Irish version of the One Big Union, the Irish Transport and General Workers Union, has sectarianism been breached.

We can only hope that the working class on the island can see that the enemy is not the other community but capitalism. Religious sectarianism has been fostered in Ireland to protect UK colonial capitalism and it has worked very well. Now that UK capitalism has effectively been taken over by transnational capitalism, and the fate of the economy appears linked to Europe a peace initiative is being pushed swiftly. The past few weeks has seen frenetic economic activity in the north of Ireland. What better place to invest than in an area where the working class is at war with itself!

It has become established fact that Britain's bosses are getting wealthier and wealthier at the expense of workers. This point was illustrated in mid December by a very arrogant completely insensitive British Gas. British gas were once state owned but have now become privatised. Since privatisation the company has boosted the pay of senior bosses while at the same time putting a wage cap on its own employees. A similar position has occurred in British Telecom.

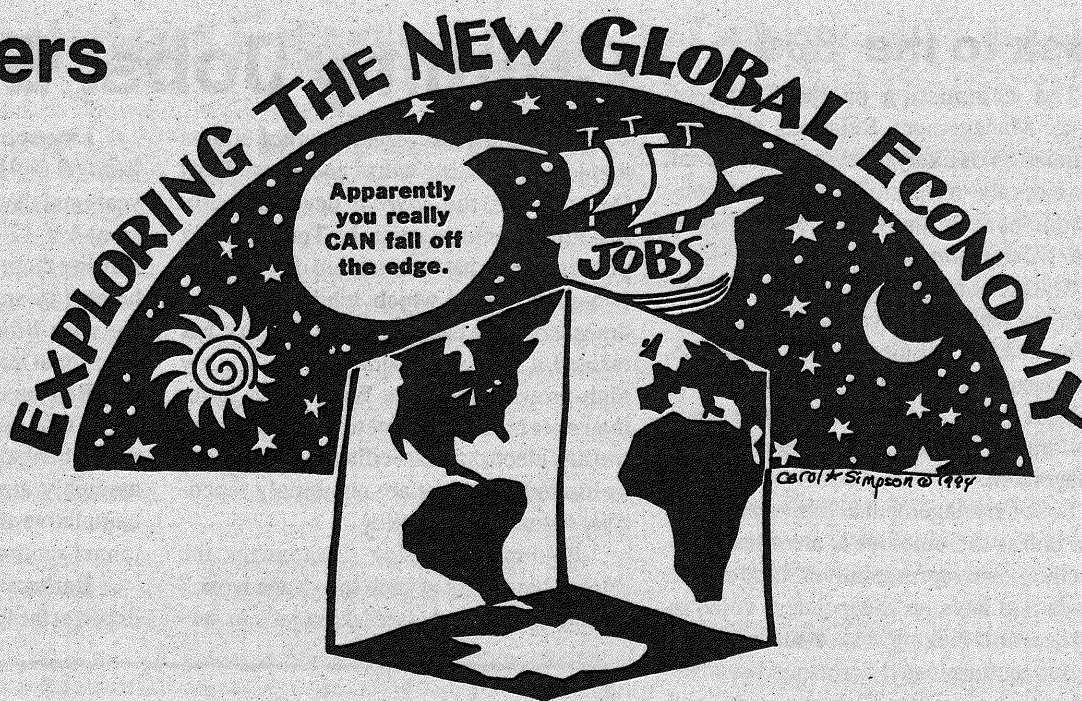
Matters reached farcical level in mid-December with two announcements by British Gas. Number one was a 75% pay increase for the company's chief executive because of greater efficiency, a leap in profits, and a substantial cut in staff. Number two was a plan to reduce the pay of retail staff by 16%! The second occurred because British Gas were concerned that they were not competitive in the retail sector. Their retail staff ran the accounts, accepted bill payments and gave advice to consumers. From January they will be selling gas appliances.

In British Gas unionisation is about 90% and the labour movement has managed to secure significant improvements in a host of areas over the years including for retail staff. The rest of the retail sector

however is about 10% organised and recently the legal minimum wage for retail workers through wages councils has been abolished. Wage levels have fallen by up to 22% as a result. British Gas is trying to cash in. Happily the workers appear to want to fight this and unions will be balloting on strike action in the new year.

The inward collapse of the Tory administration is a very surreal experience. There are three years to go before the next general election yet the government seems paralysed. Many large companies who once gave money to the conservative government have stopped doing so. The party is losing seats in parliament through expulsion of right wingers and by election losses and a recent attempt to impose an extra 9.5% tax on home fuel costs, which would have killed 5,000 poor folk, failed. The opposition labour party are rightly crowing about being the government in waiting. If an election were held now they might get as much as 60% of the vote! Yet what sort of opposition are they. The labour party has said it will keep the anti union legislation put in place by the Tory government, refuses to prevent the promotion of competition in the health service, the schools and other areas of the public sector and roundly condemns working class "dole cheats". It has even stooped so low as to accept money from capitalist enterprise and use the tabloid press for promoting its policies.

The party has gone so far to the right that some Tories are complaining that the labour party is stealing their ground from under them (they are right). Sadly many on the far left (trotskyists, communists and the like) do not see any alternative to working for the election of the labour party. The IWW here in the UK is part of a very small but growing section of the working class that recognises the need for extra parliamentary opposition. We are joined by workers campaigning against the criminal justice act, workers opposed to the destruction of their communities through the national road expansion scheme and more and more workers fighting the class war at the point of production "by any means necessary". The future is ours and we are patiently biding our time and building. Ruling Class—Watch Out, The Wobblies Are Coming!



Bosses Demand Lower Wages

Japanese Business leaders say that wages should not be increased but corporate tax should be decreased. Takeshi Nagano, president of the Japan Federation of Employers' Association (Nikkeiren), said that if the government raises taxes on corporations they will move their operations elsewhere. While warning the Social Democratic Party government to keep taxes low, Nagano added: "It is clear that wage increases makes Japanese manufacturing industry go abroad. To defend Japanese industry, I will not allow wage increase."

Even without pay hikes, Naganosays, "There will be large-scale personnel cuts." "The scale could be millions and more than ten millions."

Employers claim the strong yen is making Japanese products uncompetitive on world markets. But the root cause of the extraordinary high yen is Japan's \$60 billion trade surplus with the U.S., which a few big companies in the auto, electronic and machinery industries have created by ex-

ploiting their workers and subcontractors to strengthen their competitive position in the world economy for increasing their exports in the world market. If they use the high yen as an excuse to keep wages down, this will have the opposite effect of making the yen still higher because of lower costs and an increased trade surplus.

Nagano claims that "Japan's present wages are first in the world. Public utility charges and transportation fees are also expensive. In such a situation it is almost impossible to maintain international competitiveness." But Japan's average wages—based on purchasing power and taking into consideration worker's living expenses—are only 70% of those in the U.S. and Germany.

While companies demand cuts in corporate tax rates, Japan's largest 440 firms have salted 93 trillion yen in profits away in "reserve" accounts. The National Confederation of Trade Unions (Zenroren) estimates that only 2.4% of these reserves would enable workers to get 35,000 yen more each month. Increasing worker's income by drastic wage increases would help create more consumer demand and so help Japan to get out of its economic recession.

Defining "Karoshi"

Families of workers who have died from overwork are discontented with the Japanese Labor Ministry's report on "karoshi" (death from overwork). Although the government officially recognizes the problem, and families of workers who are literally worked to death are theoretically entitled to compensation, in practice the government standards are designed to ensure that very few cases are certified.

However, the Labor Ministry has lost some lawsuits over its refusal to recognize some workers' deaths as being "karoshi," and unions have demanded revision of the standards has been strongly demanded by the people. The question of revising the standards involves how the following factors are considered when diagnosing "karoshi": 1) cumulative fatigue, 2) mental stress, and 3) daily hard work involving such things as night work.

The report proposes to take account of factors causing "karoshi" as the relation between an irregular pulse and daily work, which is not a recognized factor under the current standards, and for making the process of diagnosing "karoshi" quicker. But it doesn't include the following two points: 1) acknowledgment of the causal relationship between a worker's death and hard work, even though it is a factor for causing death, and 2) to decide whether the work for a particular worker is hard or not on an individual basis, not by comparison with other healthy workers.

Indian Union Fights Sub-Contracting

The lock-out imposed by Otis Elevators on its 700-odd Indian field workforce has entered its 8th month. Management is trying to starve the workers into submission, refusing to pay bonus payments to locked out workers even though this payment is based on the profits made in the previous year.

Management is also refusing to pay loans to locked out workers as required by the Provident Fund Act. Instead, Otis is creating hurdles. The person who signs the approval on the loan application forms has been sent on a long leave. Management then maintained that it had lost all the loan forms. The loans were paid out only after the Commissioner of Provident Funds threatened to prosecute.

Management has resumed negotiations, but refuses to back down from its demand that workers accept unlimited sub-contracting and the closing of many departments.

Three people have been injured, one fatally, in Otis Elevator accidents since the lock-out began.

The Otis Elevators' Employees Union asks that people write the company demanding that it end the lock-out. Write: Otis Elevators, Rehim Mansion, Shaheed Bhagat Singh Marg Bombay - 400 039, INDIA; Managing Director, United Technologies Corp., Otis Elevator Co. Corporate Headquarters, 10 Farm Spring, Farmington CT 06032. You could send solidarity messages to: Otis Elevators' Employees' Union Janashakti, Globe Mill Passage, WORLI, Bombay - 400 013.

Back to the '30s

The Commission on the Future of Worker-Management Relations (Dunlop Commission) is likely to recommend repeal of a six-decade-old prohibition against company unions according to a report published in the *Washington Post*.

The proposed change is a step back to the 1930s, when employers set up company unions to keep genuine unions at bay. A basic assumption of the National Labor Relations Act, is that any legitimate labor union must be completely independent of management.

Labor-management committees are illegal unless the employees are allowed to elect their own representatives, help set the agenda and have an independent voice in final decision-making. Labor-management committees dominated or financed by management are considered "sham unions" and are illegal.

Employers complain that the rules have jeopardized work teams, quality circles and other cooperative efforts widely adopted in recent years by employers as part of their effort to get workers to produce more more cheaply.

A majority on the commission has tentatively voted to recommend that employers be allowed to pick committee members, finance committee operations and set the groups' agendas. The action would give a major lobbying boost to business proponents seeking labor law change in the new Republican-controlled Congress.

The commission also is expected to recommend modest reforms which would help unions organize new members, such as giving unions early access to employee names and addresses during a sign-up campaign, greater access to company premises while organizing and quicker representational elections.

Mr. Bill, Employer

President Clinton recently exerted discipline as chief employer of the capitalist State to reduce the 1995 pay raise for millions of wage-slaves in bondage to the Federal Government from 2.6% to 2%.

Many compensation consulting firms expect wages to rise just over 4% for most employees in 1995. Corporate profits, a potential source of taxable wealth for a lesser evil doer, were up 20% last year and should exceed 10% this year. As to inflation next year, well the Fed is attempting to head it off at the pass; but may cause a recession as a result.

Would the even-more-evil George Bush have been more parsimonious?

Probably.

Would these employers have the same disdain for workers if they were organized in the IWW?

I, for one, think not.

Mike B

Crummy Jobs, Bum Pay

Even the *Wall Street Journal* admits that jobs are getting worse and worst. In its Dec. 1 issue, the *Journal* devoted nearly two full pages to an article by Tony Horwitz pointing out that automation has been a two-edged sword which, while "liberating thousands from backbreaking drudgery, has created a new and insidious toil in many high-growth industries: Work that is faster than ever before, subject to Orwellian control and electronic surveillance and reduced or limited tasks that are numbingly repetitive, potentially crippling."

Poultry processing "epitomizes the unseen harshness of such low-wage work," Horowitz reported after taking jobs in sev-

Line speeds have been "revved up" to from 60 to 91 birds a minute in the last 15 years and that workers in the cut-up department lift 12 five-pound boxes a minute, stuffing them into larger boxes that are then hoisted to another conveyor. "This meant we were lifting roughly 3,600 pounds an hour for at least eight hours," Horwitz said.

Because of the rapid, repetitive movement required, poultry processing ranks third, behind meatpacking and car-body assembly, among the nation's industries for cumulative-trauma injuries such as carpal tunnel syndrome.

Barbara Silverstein, an ergonomics expert at the Occupational Safety and Health



eral plants to experience conditions first hand. More than 220,000 workers are employed in the nation's second-fastest-growing industry. Wages start at about \$5 an hour, and seldom rise above \$6.50, in an industry with an accident rate almost double that of coal mining or construction work.

Horwitz began his description of working conditions at a plant owned by B.C. Rogers Processors in Morton, Miss. by relating the orientation given new hires. Safety training consisted of a personnel officer rattling off a list of the chemicals in the plant and the hazards they might pose before going into a list of plant rules that included a warning about trips to the bathroom.

"We were told that walking off the line without someone to replace you is not allowed and is considered a voluntary quit," he said. Horwitz later worked at a Pilgrim's Pride plant in De Queen, Ark. where unexcused bathroom trips are punishable by a three-day suspension. Workers told Horwitz they had sometimes urinated on themselves because they were unable to locate a foreman for approval and were scared to leave the line.

Health Administration (OSHA) said that poultry work combines four of the "big five" risk factors for cumulative trauma. But the industry has succeeded in preventing OSHA from establishing guidelines for limiting cumulative trauma even though these issues have been addressed in Japan since the 1960s. "Even Brazil has an ergonomic standard," she added.

Fear is a constant in chicken processing plants and in the company towns that surround them. Fear to go to the bathroom without permission. Fear to report accidents as companies, spurred by efforts to control insurance and compensation costs, pressure workers who have been injured to return to work before they are fully recovered.

Poorly-trained medical personnel also add to the problem. And workers needing serious medical attention face other obstacles. In Arkansas, the nation's largest poultry producer, injured workmen must go to the company doctor unless they win permission from the state to pick their own.

Poultry processors rank among the biggest of the big. Tyson Foods, the nation's number one processor, with 1993 profits of \$180 million-plus on sales of nearly \$5 billion, stands 110th on Fortune magazine's list of the 500 largest industrial companies. Pilgrim's Pride ranked 385 on the Fortune list with a net profit of \$21 million the same year. According to Fortune, Pilgrim investors enjoyed a 12.9 percent return on investment in 1993.

Political power goes hand-in-hand with economic power. Poultry companies successfully lobbied for a recent overhaul of Arkansas workers compensation laws severely restricting eligibility for claims. (Tyson's close ties to the Clinton administration have come under recent investigation by a special prosecutor.)

Other examples of low-wage, dangerous, dead-end jobs discussed by Horwitz include: Environmental workers at "dirty MuRFs" or recycling plants who salvage metal, glass and paper from household trash

New Treasury Sec. A Vicious Boss

I used to work at Goldman-Sachs when Treasury Secretary-designate Robert Rubin was in charge.

In mid 1988 word came down that the firm was concerned about they considered to be "excessive" salaries paid to computer professionals like myself. A new policy was developed under which Goldman would hire recent college graduates and begin to phase out the older, more experienced and highly paid employees.

I got the message and moved on.

One Monday morning the next year, 60 or so computer programmers and managers arrived at their desk and attempted to log on to the computer, only to discover that their logon id's were not recognized by the system. Each of them was then ushered into their manager's office and told that their services were no longer needed by Goldman-Sachs. (Some had been with the firm for more than 20 years). They were then escorted to their desk accompanied by a security guard, whereupon they deposited all of their personal belongings into a carton. Finally, they were walked to the street where dozens of livery cabs had been lined up in advance and transported home.

I ran into one of these fired managers a couple of years ago in the Business School cafeteria at Columbia. He was in a flannel shirt and jeans and told me that he was now sweeping floors. I think he was being sardonic, but I had the distinct impression that he taken a very great fall.

So one only imagine what the American working class can look forward to with Robert Rubin as Secretary of the Treasury. Louis Project

Workers Assaulted and Maimed by Corporate Profits

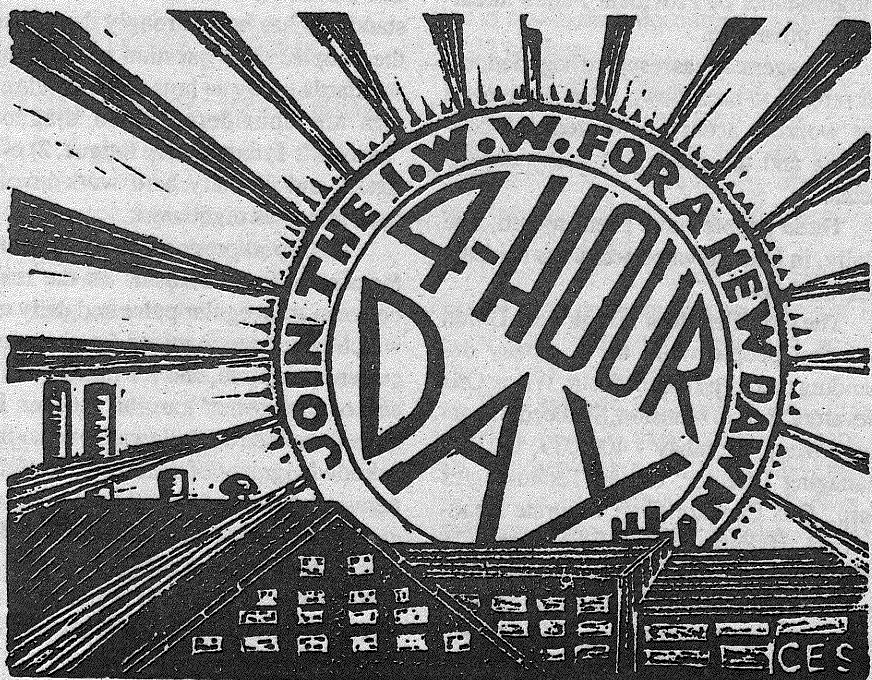
For years, train operators and other bosses campaigned against "featherbedding," insisting that train crews and other jobs are overstaffed because of past union refusals to allow them to cut unprofitable workers. Those workers may not be needed to generate profits, but they are often essential to job safety.

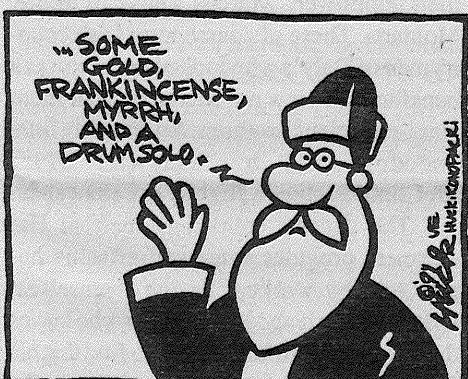
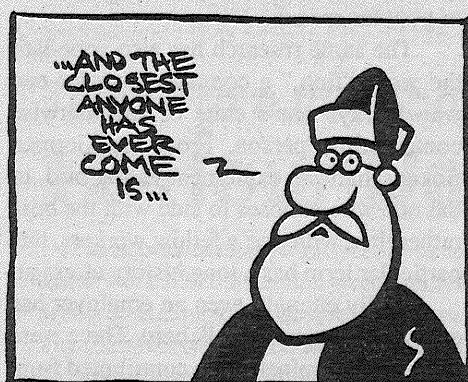
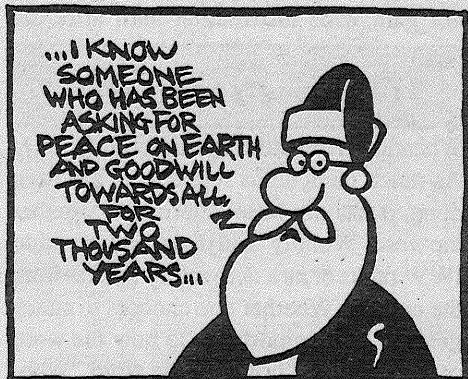
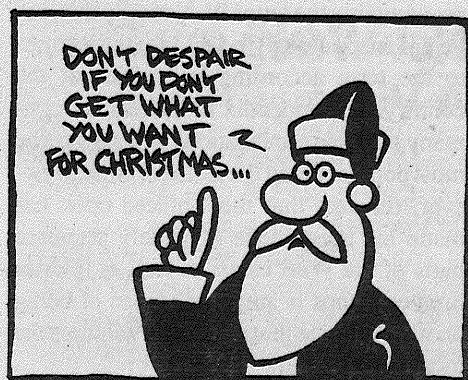
Minnesota steelworker Robert Sharich, a train operator at U.S. Steel's Minntac plant, has lost both legs as a result of the bosses' cost-cutting. Sharich was pinned in the back of his train for more than three hours after a collision with another train.

Job conditions have deteriorated so much that accidents such as this are almost inevitable. The company refuses to hire enough workers to do the job, instead, forcing workers to work back-to-back eight-hour shifts, while still working their next scheduled shift.

The company eliminated the second person in train crews long ago, which led to another train operator being killed at Minntac in the late 1970s.

that can harbor dead animals, used hypodermic needles and other potential hazards; Financial services workers who are barred from talking, gazing out windows or deviating from steep work quotas that are monitored by computers down to the individual key-stroke; Nursing home aides, caring for the aged in facilities that are more crowded than ever with severely ill residents released at the earliest chance by hospitals concerned only with cutting costs; and "Gut rehab" workers who reclaim buildings in decayed urban cores, using picks and shovels to clear abandoned buildings that have been used for years as dumps, dog kennels and the like.





Staley Solidarity Trek...

arrested when they asked to speak to the Governor about their case.

A.E. Staley has been having trouble keeping its scab workforce, with very high turnover.

The company is currently meeting with UPIU Local 7837. In order to keep the pressure on, we must act immediately on Coke and Pepsi, who decide whether or not to renew their Staley contracts in the next few days. Locked-out Staley workers need us to get the call out as fast as possible, so Coke and Pepsi headquarters hear us loud and often.

Hey Coke and Pepsi - Dump Staley!
Here's what you can do in the next few days:

Call the corporate headquarters and tell them not to renew their contracts with A.E. Staley, a company that abuses its workers:

Pepsi: 1-800/433-2652; Coke: 1-800/438-2653

In Solidarity,
Detroit Staley Support Committee

Decatur is a Company Town Tune: Santa Clause Is Coming to Town

You'd better not march, assemble or meet
You'd better not rally out in the street
Decatur is a company town.
You'd better not plan a Union protest
Or you will soon find you're under arrest
Decatur is a company town.
When workers and their families
Were peacefully amassed
The cops came in riot gear
And the crowd was pepper gassed.
Yes, you're breaking the law, whatever you do
If you don't agree with their point of view
Decatur is a company town.

So if you go out, don't stop for a snack
Cause picknicking's now an illegal act
Decatur is a company town.
Freedom of speech, a thing of the past?
Unless you are one of the corporate class
Decatur is a company town.
These names are now familiar
In corporate greed they trust:
Dwayne Andreas, Donald Fites,
Neil Shaw and Edward Rust.
Yes, you'd better watch out
We're tellin' it straight
Corporate thugs are ruling this state
Decatur is a company town.

A WOBBLY CHRISTMAS

Santa Classwar joined the Union on December 1st and his whole shop of elf crafters is now democratic. All workers get warm red suits with free dry cleaning.

On Christmas, FW Santa and his partner Emma the Red - with a workforce of 10,000 card-carrying elves - deliver only environmentally friendly, non-violent toys.

The Classwars bring Nintendo games for some children, and other children get powdered milk. But for the adults of every land, they leave a note on recycled paper, saying:

Dear Fellow Worker,

The fantastic wealth created by your own labor is a gift only you can give to yourself. Unite with your fellow workers, get rid of all bosses! Democratic production, and democratic sharing of the wealth. Smell the bread and roses!

You don't need bosses and IMF financiers. You don't need to pay interest on the wealth we all create. You won't need Santa Claus, either, when you own the world in common economic democracy!

—Santa Klasswar and Emma the Red
Industrial Dept. 400
manufacture & gen. production
North Pole Brrranch.

Scarcity and Unemployment Built Into Economy

Graphic evidence appears regularly on the business pages. Nov. 30, the bond markets fell because of a report that consumer confidence - i.e., willingness to spend money - was at a 4-year high this month. Bond investors expect inflation as a result, leading them to dump bonds.

The same thing happens when unemployment declines: interest rates rise.

These interest rate increases [by the U.S. Federal Reserve, the Bank of Canada, and similar agencies] are always described as a means of preventing inflation.

When people get jobs interest rates rise, making it harder to get a job. When people buy things interest rates rise, making things more expensive. To prevent inflation.

Politicians of every country, state or province promise to create jobs. But they know there will never be full employment under the current economic system. Rising prices and unemployment are built in.

This comes about due to the necessity of earning *profits* on the capital used for producing goods and services.

The IWW aims to solve this problem by placing the capital [means of production] back in the hands of the working people. Any profits will be shared by the working people so there will be abundance - instead of always 'interest rate rises'!

Carlos Murray, IU610

AFL Survey Finds Workers Distrust AFL-CIO Piecards

A survey commissioned and paid for by the AFL-CIO has found that decades of business unionism have alienated large number of workers.

Among the study's findings are that less than a third of workers who live in households without a union member have a positive view of unions. "The AFL-CIO is regarded somewhat less favorably than unions generally: only 22% of all respondents feel positive toward the federation," an AFL report admits.

The authors point to a widespread belief "that unions are not fully democratic institutions and are not truly accountable to their members [as] one of the greatest problems faced by the labor movement today." Low-income workers were particularly likely to believe that unions are "undemocratic bureaucracies that impose decisions on their members from the top down."

"Until unions are once again seen as advancing a broad agenda on behalf of all working Americans," the report concludes, "they will face very serious upper limits on the possible support they can receive from the general public."

The report suggests the AFL launch a public relations campaign to improve the AFL's image.

IWW Offers Cheap One-Way Ocean Cruises: Sign Up Now!

The following article is reprinted from the January 17, 1920 issue of *New Solidarity*. At the time, hundreds of Wobblies were in jail on "espionage," "criminal syndicalism" and other trumped-up charges, and Wobblies who lacked U.S. citizenship were being deported by the boat load...

Ocean Trip \$2.50

All foreign-born workers in the United States should be notified of the great, impending reduction in passenger rates back to Europe, so that those wishing to return to their native land may take advantage of the situation. There is a bill which has passed or is about to be passed in Congress at the present writing which calls for the free transportation back to Europe or any other continent of foreign-born workers who carry an I.W.W. card.

This law will come as a god-send to those foreign workers in the U.S. who have not the price of the regular steamship fare, and who wish to escape from the bullion grand of democracy. The lowest rate for a single ticket to any European port would be at least \$100 if the worker were to buy a passage in the regular way. Under the new law, if it is passed, the worker may return much cheaper, getting free transportation back home for \$5, or if he is real badly pinched \$2.50 will do it.

Under the \$5 rate the worker would pay the initiation fee into the I.W.W. which is \$2, two months dues which would be another dollar, one general defense stamp for

75 years ago in the IWW press

\$1 and a \$1 gold membership button, the latter to be worn in the coat lapel at all times. The \$5 route is recom-

mended as the surest and speediest. The applicant may be rejected if he had only a card with two dues stamps in it, but the gold button and the defense stamp will make the trip double certain. Furthermore the defense stamp in his book will be the best recommendation possible when he arrives in Europe. Red cards and defense stamps are very popular in Europe at present and they are going stronger every day.

However, if the worker is real hard up for ready cash and desires to have a few kopecks in his pocket upon arriving home, he may take the \$2.50 route. He need only pay the initiation fee of \$2 and one month's dues which is 50c; but, however, it will be necessary for him to agitate some among the other workers and talk Industrial Unionism to them. This will bring him to the attention of certain 100 percent patriots with protruding bellies and fat bank-rolls (both made fat during the war). After he has drawn the attention of those lovers of liberty to himself, he is certain of the free ride home.

—225034

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Machinists Union Scabs at Caterpillar

The *AFL-CIO News* reports that members of the Machinists union working at Caterpillar Inc. have approved a new contract. Fourteen thousand UAW workers employed by Caterpillar have been on an unfair labor practices strike against Caterpillar since June 1994. The company, which gave the scabbing Machinists wage and benefit hikes and continued their health plan, refuses to negotiate with the striking UAW members.

The International Association of Machinists represent 2,200 employees at Caterpillar's hydraulics and fabrications plant in Joliet, Ill., who have been working throughout the strike. Their contract was set to expire April 30, 1995. The new contract took effect Dec. 4 and continues through April 30, 1999. If the Caterpillar strike is still on four-and-a-half years hence, perhaps the Machinists will consider stopping their union scabbing?

Cat Pickets Fined...

another striker went to the Springettesbury Police Department to file charges.

They got the driver's name, address, and license plate number, but the police refused to charge the driver and said they would not get involved. "32 days later they got involved," Sinclair said of the cops. "That's when I got my charges."

Five defendants were found not guilty. Seven were convicted, fined \$300, and required to pay court costs. Those accused of malicious mischief were assessed damages. All the unionists found guilty will appeal.

Montreal strikers to Decatur war zone

Some 200 workers, including more than two dozen from Canada, staged a solidarity rally Dec. 7 in front of the Decatur, Ill. corporate headquarters and factory of the Archer-Daniels-Midland Corp. (ADM).

The rally kicked off a three-day visit by a delegation of striking workers from the ADM-owned Ogilvie flour mill in Montreal. One hundred sixteen workers were forced out on strike there in June.

ADM is a huge food-processing corporation and the largest employer in Decatur. It operates a large corn-processing and soybean complex next to Staley, another corn processor, and owns a 7 percent interest there. Just before the Staley lockout, the two companies built a pipeline to allow ADM to supply Staley with raw material free of interference from picket lines.

"What's happening here in the war zone in Decatur is going on in Montreal as well," delegation member Marc Laviolette told the rally. "That's what brought us here." "Even if we're not in the same unions, we're all part of the same class and we should stand together for that reason," he said to cheers.

Fired For Calling Scabs Scabs

The "victory claimed by San Francisco newspaper unions has proved illusory in the face of management firings and harassment of unionists. On Nov. 14, the first day back at work, management complained that a worker had called a foreman a "fucking scab." Typographical Union President Charles Tobias replied that "scab" accurately described the foreman, who crossed picket lines during the strike. Tobias and night shift Chapel Chairman Fred Ferguson then left the meeting despite attempts by Chief Foreman Nordling and "consultant" John Cusper to physically block the door.

The Culture of Labor

Wobblies, Pile Butts and Other Heroes: Laborlore Explorations. Archie Green, University of Illinois Press, \$39.95.

The subject of laborlore, like other aspects of folklore, entails much delving into the past which can easily be dismissed as not having significance with the problems and immediate concerns of today. One must remember that what transpired in other generations has made its impact on our present as well as our future, with the understanding that how well we remember the positive achievements as well as the mistakes of other generations has a direct relation to our contemporary condition.

Archie Green has done a creditable job of probing the nooks and crannies of working-class history. Most writers, it cannot be denied, may have their own ax to grind. (After all, those of us who write for this organ most certainly have our personal ax to grind; otherwise we would be trying to place our minuscule talents on the marketplace.) I can only say that Archie does a fair job. Despite the fact that our detractors from both the right and left poles of the ideological spectrum have a tendency to downplay or ignore us altogether, labor history is incomplete without mention of the IWW. While only two chapters in this book are specifically about the IWW, the IWW or individual members thereof keep popping up in practically all the other chapters.

The two chapters dealing with specific subjects of interest to readers of this paper,

Nordling and Cusper bird-dogged Ferguson for the balance of his shift. When Ferguson refused to be provoked, management decided to fire him the next day for allegedly having used the word "fucking." As news of the firing spread through the shop, a tech/makeup substitute had the temerity to note that one Manfred Baer, former union member and former foreman, had crossed the picket line and was also a scab. He was fired within the hour.

This acrimonious atmosphere was found throughout the company as workers returned to find that the scabherding managers and in some cases the scabs themselves were still very much on the scene. A Newspaper Guild member in the classified department made a personal phone call and mentioned to a friend that the place was still crawling with scabs. A supervisor immediately had her fired.

Another unionist was fired for writing an article for an outside publication claiming that a management official's father was linked to German death camps in WW II. The company has even demanded the right to censor what is posted on the union's bulletin board.

The Teamsters have gotten the most attention from the scab-herders running the company's negotiations. Many drivers were not called back to work, while scabs continued to drive delivery trucks. On Nov. 16, Local 921 President Andy Cirkelis confronted and was assaulted by a gang of scabs at one of the Agency's delivery sheds — a full four days after the end of the strike.

Drivers are getting phone calls that say they were allegedly appear on video tape attempting to prevent papers from being delivered. The use of these surveillance tapes is in direct violation of the amnesty agreement.

Thus the strike settlement hastily patched together in the Mayor's office is proving toothless. The unions are preparing to take these issues to arbitration. But many newspaper workers feel it was a mistake to go to arbitration in the first place, when the strike was being won on the picket line. Now, they say, it is time to go back on strike — and to shut the newspapers down until management learns its lesson.

"Singing Joe Hill" and "The Name Wobbly Holds Steady," are given first mention. Joe Hill enjoys Folk Hero status along with John Henry the steel-driving man, who is dealt with in the initial chapter. Where John Henry assumed the mantle of immortality via his use of the hammer, Joe Hill acquired his fame by his use of the pen, despite having been a working-stiff himself who had worked at many types of jobs. While known primarily as a song-writer and martyr to most non-IWWs, he had also been a painter of canvasses, cartoonist, a top-rank union organizer, as well as having innumerable job skills that enabled him to jump into practically any job-organizing situation.

While Joe Hill's martyrdom was only one incident in the life of a multi-talented and multi-faceted individual, it was that martyrdom that captured the imaginations of non-Wobblies around the globe to catapult him into a renown that exceeded that of the organization that he dedicated his life to promoting. The second contributing factor to his renown has been the trove of labor songs that he wrote, though he was only but one of many IWW song-writers. Mike Gold, writing in *The Daily Worker*, lamented, "Why don't American workers sing? The Wobblies knew how, but we still have to find the Communist Joe Hill!"

Interestingly enough, though there are many of our "colleagues on the left" who take pains to either disparage the IWW or to ignore it altogether, at the same time they adopt Joe Hill as their own. Joe Hill's desire to promote the aims of the IWW outrode any tendency towards self-promotion on his part. The book brings out that very little was known about his personal life, so disinclined was he to talk about himself. It is obvious he was not a believer in the cult of personality.

About the song, "I Dreamed I Saw Joe Hill Last Night," it can be safely surmised that far from feeling flattered, he would in all likelihood have been a bit irritated. Nevertheless, this song has done much to spread the fame of Joe Hill among folkies and left-wing dilettantes. Green stresses the point that the fame and mystique of Joe Hill belongs to workers in and out of the ranks of the IWW and beyond national borders. He writes that "a Joe Hill recording sponsored by" the Smithsonian Institution "reinforced our sense of the long road traveled by the Wobbly spirit..."

From personal encounters with the author of over 30 years ago, I know that Archie Green has been a tireless researcher into all the possible origins of the word, "Wobbly." Here a plethora of origins have been presented including the classic version of the Chinese cook who had difficulty

pronouncing the letter W. Not only that, but he has meticulously noted initial mentions to the term according to regions of the country. The appendix to the chapter cites many possible explanations to the term, the most popular being the Chinese cook. However, the fact that the Chinese cook has made his appearance in widely scattered parts of the West Coast as well as interior lumber camps is ample evidence of being another folktale that magically acquires the locale of its teller.

His research discloses that the term did not gain wide distribution until after the

Book Review

Wheatland Hop Strike in California in 1916. As much meticulous research as has been done, it has not been determined whether the word "Wobbly" had its inception within IWW ranks or as a derogatory epithet from the outside. Whether one chooses to attach great or little importance to how the word came about, the origin of the word "Wobbly" continues to remain one of the enigmas of popular speech.

The same research has also gone into the word "fink," a common term for one who betrays one's class or an otherwise contemptible person. From the German finkenschaft, an excrement-eating bird, to the one who chooses to side with the boss rather than with one's fellow workers, this particular term has a long history of usage.

Oddly enough, even an employer has enjoyed the status of folk hero. There were those copper miners who contributed from their earnings to erect a bronze statue of their employer, Marcus Daly, in Butte, Montana. These of course were Irish countrymen of Daly's who looked upon him as a benefactor, a view not shared by their more class-conscious brethren. An amusing little anecdote told by "Haywire Mac" McClintock gives a slightly different slant.

The chapter entitled Homefront Harassment provides some self-effacing humor told by workers among themselves. One variation is about the worker who leaves the job early to go home, only to find that his foreman is having intercourse with his wife. He quietly goes back to his job, feeling thankful that the foreman did not see him coming home ahead of time. Other anecdotes in this chapter deal with ways in which workers have pulled a fast one over their employer.

Another chapter gives the song from the Homestead Strike wherein Henry Clay Frick was the gorilla-thug for Andrew Carnegie when he was sojourning in Europe. The following chapter tells of the songs of the textile workers in the South and the consequent theatrical productions that ensued. Ritual Grabbag tells of workers doing their own spontaneous direct action,

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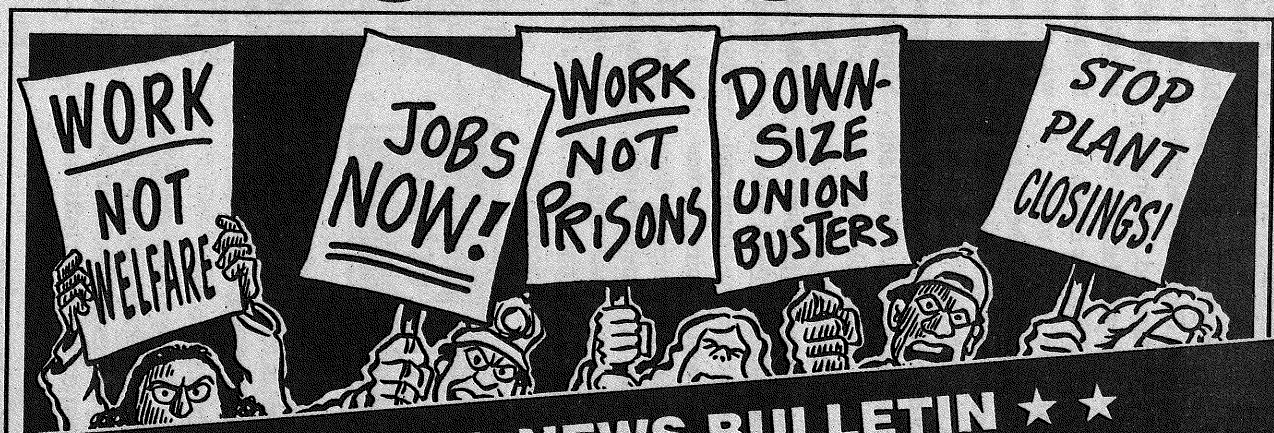
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Introduction to the U.S.: An Autonomist Political History by Noel Ignatiev. \$3. Denver/Boulder Branch



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Industrial Worker



★ ★ SPECIAL NEWS BULLETIN ★ ★
WE INTERRUPT THIS CARTOON TO BRING YOU A SPECIAL BULLETIN!

The United States is experiencing dangerous levels of employment. TOO MANY PEOPLE ARE WORKING! The Federal Reserve Board has announced further interest rate hikes to cool the economy until the danger is passed.



HUCK/KONOPACKI LABOR CARTOONS/JAN

Crummy Jobs, Bum Pay Bosses' Plea: Cut Wages Mexican Unions Fight On General Strike Called for Canada



1. Workers run the world. Everything would stop without our labour. Withdrawing our labour is our weapon, and the right to run things is our demand.

2. At the same time, most work is a bore. As it is organized in our society, most labour kills the spirit and body of the worker, not to mention the mind. But to simply call for a four-hour day at eight hours pay is not enough. Who will benefit from the automation that could realize such a demand? Who should control technology's introduction and integration into the economy? Potentially, we can.

3. Collective action is the source of our strength as workers. Many of the direct actions described below can be done by individuals, but they are far more effective when done collectively. This should not be mistaken for unionism. If collective action and union activity are simultaneous, fine. But collective action is not limited to unionism. Friendships and common grievances on the shop floor are enough to carry out most of the actions below.

4. Slow down. Your job is killing you anyway. When your boss tries to speed things up, drag your feet.

5. Work to rule. Follow every regulation and order down to the last detail, no matter how stupid they are. If you get absurd instructions, carry them out to the letter to demonstrate how absurd they are.

6. Ask questions. Pick apart your boss' instructions with questions about everything, even about the most mundane details. Plead your ignorance and make your boss show his or hers.

7. Strike through good work. If, as in a service-industry job, your strike would hurt other people more than your boss, strike by giving the public better or cheaper service, at your boss' expense naturally. Bus drivers can give cheap or free fares, restaurant workers can give heaping servings, hospital nurses and clerks can refuse to process billings or charge for services, etc.

8. Pass the buck. Ask your boss to make every decision and every judgement on the job. You can bury your boss under a load of petty decisions.

9. Don't forget the power of sit-down

strikes and wildcat walk-outs. Well-timed collective action can win a demand or grievance in minutes.

10. Practice deliberate inefficiency (aka sabotage. Caution: This is dangerous and sometimes illegal). If working conditions are unsafe or brutal, a single loose bolt or missing part might bring things quickly to a halt.

11. Report on poor working conditions and fraudulent practice. Whistle-blowers, especially in consumer industries such as restaurants and hospitals, can be very effective. Call the fire marshal if there's a fire hazard. Call in the feds on labour practices, health, and safety issues. Call the IRS (Revenue Canada) on your

longer lunches, get everybody on the job to take them anyway.

14. All of this is the day-to-day preparation for more dramatic forms of action such as a strike in one industry, the general strike of all workers in the economy, and the creation of organs of power and workers' self-emancipation (assemblies or councils) to run society. These forms of direct action, though far more organized, build from the simple direct actions described above.

TJ

14 Ways to Improve Your Job

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